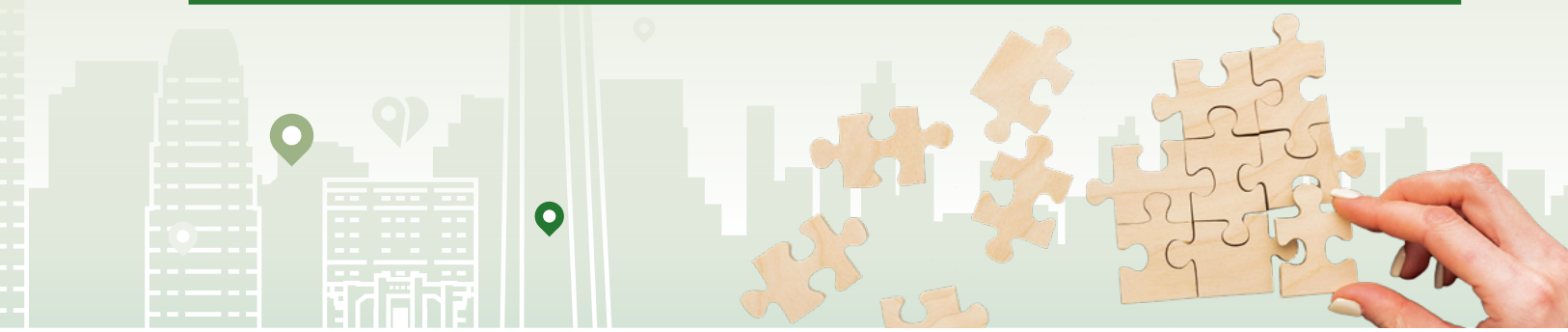
員工關係及發展
Employee Relations and Development



人力資源管理策略

培養關愛機構文化

東華三院致力培養關愛機構文化，採取以員工為本的人力資源管理策略，關懷僱員及其家屬。有賴員工團結一心，本院成為廣為大眾認識、成就和聲譽屢獲肯定的慈善機構。本院同時靈活地配合員工的個別發展需求，提升員工的工作熱誠，並與本院建立深厚的連繫。同時，董事局及高級管理層積極投入院務工作關顧員工，感染員工將這份關愛推廣開去，用心服務受眾。本院亦致力為員工帶來「家」的感覺，提倡愉快工作環境，於年內舉辦各類型的員工福利活動，例如聖誕聯歡會、主題樂園兩天遊及各種興趣班，加強員工對機構的歸屬感，並推動跨部門合作與共融。

優化節慶日或前夕的特別工作安排及增設育兒假

本院已就加強關顧員工的措施作出檢討。因應員工於指定節慶日兼顧家庭的需要，行政總部員工原於 4 個節慶日或前夕當中的兩日獲提早下班的特別工作安排，將由 2025 年 4 月 1 日起，增至 5 個節慶日或前夕當中最多 3 日。此外，為支持政府鼓勵生育的政策，以及營造更有利家庭生活的工作環境，本院將由 2025 年 4 月 1 日起為合資格非學校及幼稚園員工增設兩天育兒假。本院將繼續致力探討各項可行的措施，以貫徹機構提倡關愛文化的宗旨。

Strategies of Human Resources Management

Nurturing a Caring Corporate Culture

Committed to nurturing a caring and loving corporate culture, TWGHs adopts a staff-oriented approach in human resources management, and cares about its employees and their family members. Thanks to the solidarity of staff members, the Group has become a well-recognised, reputable and successful charitable organisation. The Group also addresses the development needs of individual staff in a flexible manner, and engages them to work passionately with a profound connection with the organisation. In addition, the caring attitude and proactive involvement of the Board and senior management have encouraged staff members to spread the caring spirit, thus motivating them to serve the community wholeheartedly. TWGHs also strives to create a feeling of "being at home" to enhance the level of happiness-at-work for its staff members. A wide variety of staff welfare activities were organised throughout the year, such as a Christmas party, 2-day theme park staycation tours, and a variety of interest classes, to strengthen their sense of belonging to the Group, and to promote cross-departmental integration and cooperation.

Enhancing Special Work Arrangements on Festivals or their Eves and Introducing Childcare Leave

TWGHs has reviewed the well being measures to enhance care and support for staff members. To accommodate the family needs during working days on specific festivals, the special work arrangement for headquarters staff, allowing them to leave work early on 2 of the 4 festivals or their eves, has been improved to up to 3 of 5 festivals or their eves with effect from 1 April 2025. In addition, in support of the government policy to encourage childbirth and to provide a more family-friendly work environment, TWGHs will introduce 2 days of childcare leave for eligible non-school and kindergarten staff with effect from 1 April 2025. TWGHs will continue to explore practical measures to reinforce the promotion of its caring organisation culture.

營造良好的溝通環境

東華三院設有完善的員工諮詢機制，包括員工諮詢委員會、員工福利委員會及員工退休計劃管理委員會，鼓勵員工向管理層積極表達意見及提出建議，力求改良各項現行措施。此外，員工亦可透過意見收集箱及其他正式或非正式的分享會，在他們所屬的專業領域表達意見。

東華三院善用多元化的溝通渠道，透過不同的社交平台發放本院的最新資訊，包括設立「東華・家」員工 Facebook 專頁，與同事分享最新的員工關係及福利活動、生活小貼士及員工活動花絮等資訊，亦設立「東華・家」YouTube 頻道，上載與人力資源相關的短片，增加員工之間的凝聚力。人力資源科亦與資訊科技科合作，開發手機應用程式，於 2024 年第三季正式推出，讓員工隨時隨地獲得員工訓練及福利的資訊，透過程式報名參與員工活動，以及使用電子員工證享用購物優惠。為加強員工的歸屬感，本院自 2011 年起定期發布員工電子通訊《東華・家》，讓員工回顧活動的精彩時刻和掌握人力資源資訊，內容涵蓋機構成就、人事管理、培訓及發展計劃、員工關係及福利活動。



「東華・家」員工流動應用程式
Staff Mobile App "*Tung Wah +*"

本院因應員工編制增長，於本年度再次審視及修訂「長期服務旅遊評選獎勵計劃」，以資助更多得獎員工與親友同遊，加上一系列的長期服務獎、榮譽退休獎及員工榮休旅遊獎，本院合共頒發超過 2,200 個獎項，以表揚長期服務及表現良好的員工。為答謝員工多年來的貢獻，同時為提升士氣，本院將「員工榮休旅遊獎」的金額由 3,000 元增加至 3,800 元，又於「長期服務旅遊評選獎勵計劃」加入一項過渡性選項，得獎員工可選擇將旅遊津貼一次性以折扣價兌換成現金，提升獎勵計劃的彈性。

Creating an Enabling Environment for Communication

TWGHs has a well-established staff consultative mechanism, which is composed of the Staff Consultative Committee, the Staff Welfare Committee and the Staff Retirement Schemes Management Committee, to encourage staff members to voice their opinions and make suggestions for optimising current measures. In addition to that, staff members may also express their views relating to their fields of expertise through opinion boxes as well as other formal or casual sharing sessions.

TWGHs is maximising the use of diversified communication channels, including social media platforms, to disseminate latest information and announcements. For instance, the Staff Facebook Page "*Tung Wah +*" was created to share up-to-date information about staff relations and welfare activities as well as useful tips for healthy lifestyle and well-being. In addition, the "*Tung Wah +*" YouTube Channel was launched to share TWGHs' human resources related videos in order to enhance the bonding among staff members. In collaboration with the ITD, a mobile app for staff members was developed and officially launched in the 3rd quarter of 2024, for them to access staff training and welfare information without spatial and time limitations. Staff members also could enrol on staff activities via the mobile app and use the electronic staff card to enjoy preferential discounts. With an aim to enhance staff members' sense of belonging, the "*Tung Wah +*" staff e-Newsletter has been published on a regular basis since 2011. The e-Newsletter shares activity highlights and keeps the staff posted on the latest human resources information such as corporate achievements, personnel management, training and development programmes, staff relations and welfare activities.



「東華・家」員工
Facebook 專頁
Staff Facebook Page
"*Tung Wah +*"

In consideration of the gradual growth in staff establishment, the "Long Service Travel Panel Award Scheme" was reviewed and revised again this year to sponsor trips for more staff members with their family members or friends. Together with a series of Long Service Awards, Retirement Awards and Travel Award for Staff on Retirement, over 2,200 awards were granted to staff members in appreciation of their loyalty and outstanding performance. To express the Group's gratitude towards staff contributions and boost their morale, the awarded amount for the "Travel Award for Staff on Retirement" was adjusted from $3,000 to $3,800, and to enhance the flexibility of the "Long Service Travel Panel Awards Scheme", an interim measure of granting a cash option has been put in place, in such a way that the awardees can redeem the award at a discounted lump sum.

員工培訓及發展計劃

員工心繫東華三院，在工作中找到熱誠和意義，自然能成為關愛文化的倡導者，與機構邁向共同目標。作為關愛僱主，本院致力成為員工的第二個家，照顧員工在不同人生階段的需要。同時，本院以「東華精神」鼓勵員工推己及人，對待服務受眾猶如至親，提供優質貼心的服務。

Staff Training and Development Programmes

To create strong bonding with each staff member, TWGHs is dedicated to exploring ways to help them discover the passion and meaning at work, and therefore share the same goal with the Group in advocating a caring culture. As a caring and loving employer that creates a second home for its employees, TWGHs takes care of their unique development needs at different stages of their life. Staff members are also nurtured with "Tung Wah Spirit", as they are encouraged to provide service users with quality services as if they were their next of kin.

承先啟後 繼往開來

為鞏固員工的「東華精神」，人力資源科的員工訓練組與檔案及歷史文化辦公室攜手合作，於2024年8月16日舉辦「落葉歸根—東華三院原籍安葬服務與文化遺產保育」展覽導賞，讓員工了解東華三院原籍安葬服務的發展歷史、文化及其對社會的貢獻，從而推廣機構文化，增加員工的投入度和使命感。



「落葉歸根—東華三院原籍安葬服務與文化遺產保育」展覽導賞
An exhibition guided tour of "Fallen Leaves Returning to their Roots: Bone Repatriation Service of Tung Wah Group of Hospitals and Preservation of its Cultural Heritage"

Inheriting the Past and Creating the Future

In a bid to reinforce the "Tung Wah Spirit" among staff members, an exhibition guided tour of "Fallen Leaves Returning to their Roots: Bone Repatriation Service of Tung Wah Group of Hospitals and Preservation of its Cultural Heritage" was jointly organised by the Staff Training Unit of the HRD and the Records and Heritage Office on 16 August 2024. The visit promoted the corporate culture and strengthened staff members' sense of engagement and mission by enhancing their understanding of the bone repatriation service offered by TWGHs and its history and contribution.

創造跨部門團隊學習體驗

本院不僅致力協助員工在服務崗位上盡展所長，精益求精，同時亦盡心提升他們的人際及溝通技巧。為促進跨部門團隊溝通，加強員工之間的凝聚力，員工訓練組舉辦了「團隊訓練」工作坊，亦為行政人員及主管級員工舉辦了「調解及溝通技巧」工作坊，提升有效溝通及解決衝突的能力，培養他們成為出色領袖。

本院時刻因應機遇和挑戰，自我改進，藉以保持競爭力，各科、辦公室及部門經常攜手協作制定培訓需求，檢視員工培訓及發展政策，致力成為學習型機構。東華三院全年舉行多元化的課程及活動，發展員工的專業和管理能力、加強員工的服務技巧、提升個人及團隊的工作效益、促進員工的心理健康和工作生活平衡，以及提高員工的環保意識。

Creating Cross-departmental Learning Experience

TWGHs is dedicated to nurturing its staff so that they can bring their potential and capability into full play, and sharpen their interpersonal and communication skills at the same time. The Staff Training Unit organised a "Teambuilding" workshop aiming to enhance team communication and foster cohesion among staff members from different Divisions/Offices. Meanwhile, a workshop on "Mediation and Communication" was tailormade for executives and supervisory staff to boost effective communication and conflict management abilities, and to motivate them to become excellent leaders.

TWGHs continues to transform itself in anticipation of upcoming opportunities and challenges, and to remain competitive in the labour market. As an ever learning organisation, our Divisions, Offices and Sections make concerted efforts to identify staff training needs, and review staff training and development policies. A wide spectrum of training programmes and activities were also organised for staff members to develop professional and managerial competencies, sharpen service skills, enhance personal and team effectiveness, improve mental wellness and work-life balance, and raising the awareness of the importance of environmental protection.

舉辦「平等機會工作坊」

人力資源科與平等機會委員會於2024年6月6日合作舉辦「平等機會工作坊：促進職場共融」。工作坊透過特別設計的桌上遊戲，讓員工掌握關於平等機會的知識，深入了解反歧視條例，以及職場上多元、平等的概念，促進工作間的共融平等。

"Workshop on Promoting Equal Opportunities in the Workplace"

The HRD and the Equal Opportunities Commission jointly organised a workshop on promoting equal opportunities in the workplace on 6 June 2024. Through a specially designed board game, the Workshop increased staff awareness of diversity and equal opportunities, and their understanding of the Anti-discrimination Ordinances.



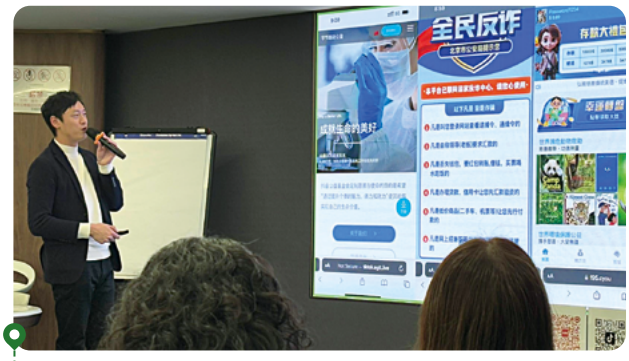
出席「平等機會工作坊」的講者和同事
The speaker and participants at the "Workshop on Promoting Equal Opportunities in the Workplace"

舉辦「防騙資訊講座」

人力資源科與香港警務處新界北總區防止罪案辦公室和創新科技及工業局數字政策辦公室攜手合作，於 2024 年 12 月 12 日合辦「防騙資訊講座」，提高員工對騙案的警覺，同時鼓勵他們與家人和親友分享防騙資訊，現場及網上共超過 200 位員工參與。

"Anti-fraud Information" Sharing Session

The HRD, the Regional Crime Prevention Office (New Territories North) of the Hong Kong Police Force, and the Digital Policy Office of Innovation, Technology and Industry Bureau jointly organised the "Anti-fraud Information" Sharing Session on 12 December 2024. The sharing session aimed to incrase staff awareness of scammers and encourage them to share the anti-fraud practices with their family members, relatives and friends. Over 200 staff participated in the event in person and online.



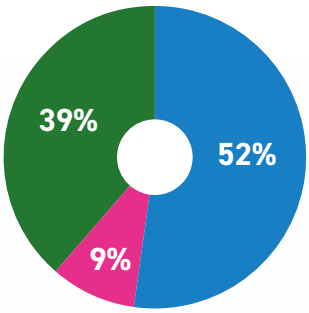


出席「防騙資訊講座」的講者和同事合影
A group photo of the speakers and participants at the "Anti-fraud Information" Sharing Session

香港警務處新界北總區防止罪案辦公室代表和創新科技及工業局數字政策辦公室代表於「防騙資訊講座」分享實用資訊。
Representatives from the Regional Crime Prevention Office (New Territories North) of the Hong Kong Police Force and the Digital Policy Office of Innovation, Technology and Industry Bureau gave valuable tips at the "Anti-fraud Information" Sharing Session.

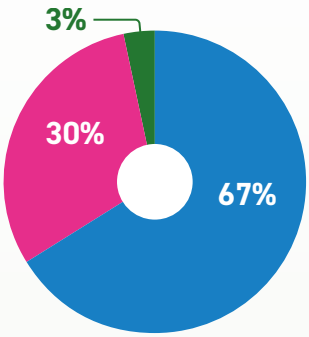
非醫院員工學習及發展機會
Learning and Development Opportunities for Non-hospital Staff

管理/專業人員培訓 Managerial/professional staff training	13,033
一般/前線人員培訓 General/frontline staff training	2,221
適用於各職級人員培訓 Suitable for all staff training	9,573
出席人次 Staff Attendance:	**24,827**



非醫院員工培訓及發展支出
Training and Development Expenditure for Non-hospital Staff

內部培訓 Internal training	$11,367,600
外部培訓 External training	$5,215,900
正規課程/專業團隊會員考試 Formal courses/membership examination of professional bodies	$545,300
合共 Total:	**$17,128,800**



於 2024/2025 年度完成的員工培訓及發展計劃
Staff Training and Development Programmes Completed in 2024/2025

- 非醫院員工培訓及發展項目概要 : 附錄 ER1
- 醫院員工發展及研究計劃 (由東華三院董事局資助) : 附錄 ER2
- 教師培訓及發展項目概要 : 附錄 ER3
- 社會服務科員工培訓及發展項目概要 : 附錄 ER4
- 公共服務部員工培訓及發展項目概要 : 附錄 ER5

- Highlights of Non-hospital Staff Training and Development Programmes: Appendix ER1
- Hospital Staff Development and Research Programmes (Sponsored by the TWGHs Board of Directors): Appendix ER2
- Highlights of Teaching Staff Training and Development Programmes: Appendix ER3
- Highlights of Staff Training and Development Programmes of the Community Services Division: Appendix ER4
- Highlights of Staff Training and Development Programmes of the Traditional Services Section: Appendix ER5

建立健康及安全工作間

優化工傷個案管理

東華三院制定了一套定期更新的「員工工傷意外／職業病處理指引」，並會定期舉辦職業安全講座，確保各服務單位遵照職業安全條例及其他相關法例要求處理員工的工傷個案。此外，還加強了社會服務單位的工傷個案管理，設立工作小組定期審視工傷個案，並且聘請一家復康管理公司，為受傷員工提供適切的復康服務。

提升及鞏固員工職業安全知識

本院為員工提供急救知識及技巧培訓，以備日後在工作間一旦碰上意外事故，可即時協助。員工訓練組與香港聖約翰救護機構不時合辦急救訓練及急救訓練重溫課程，以提高員工的危機意識和應對技能。

關懷員工

東華三院深信，工作團隊充滿活力且敬業樂業，定能吸引員工更加投入工作，從中體會服務社會的意義和樂趣。本院秉持「以員工為本」的原則，致力培養關愛機構文化、推廣生活與工作平衡，以及發展成為員工的第二個家。管理層亦抱持締造愉快工作間的理念，積極提升員工的快樂指數和歸屬感，不但有助提高機構的生產力，亦有助機構實踐社會責任。

與東華三院共建快樂大家庭

本院關顧員工的身心健康，一直響應社商賢匯的號召，連續第十年把「生活與工作平衡周」延展至「生活與工作平衡月」(「平衡月」)。本年度，東華三院主席鄧明慧女士、副主席暨人力資源委員會主任委員曾慶業先生、總理暨人力資源委員會副主任委員譚卓宜小姐、總理鄭建好先生及行政總監蘇祐安先生主持「平衡月」的開展儀式，參與製作和派發香港地道小食及飲品予行政總部員工，為「平衡月」揭開序幕。此外，本院主席鄧明慧女士亦與一眾董事局成員及行政總監蘇祐安先生拍攝宣傳短片，短片已上載到「東華・家」員工 Facebook 專頁及員工流動應用程式。



「生活與工作平衡月 2024」開展儀式
Kick-off Ceremony of "Work-life Balance Month 2024"

Building a Healthy and Safe Workplace

Upgrading Work Injury Management

TWGHs has put in place a set of regularly updated "Guidelines for Handling Work Injury/Occupational Disease", as it organises regular staff training on occupational safety and health to ensure all service units comply with the Occupational Safety and Health Ordinance and handle work injury cases according to the statutory requirements. Meanwhile, a task force on work injury management for community services centres has been established to review work injury cases on a regular basis, and a rehabilitation management company has been appointed to provide effective rehabilitation services for injured staff.

Enhancing and Reinforcing Staff Members' Knowledge on Work Safety

TWGHs offered first-aid training to equip staff members with knowledge and skills to cope with accidents in workplaces. The Staff Training Unit and the Hong Kong St. John Ambulance jointly organise in-house first-aid training courses and refresher courses from time to time to strengthen staff members' emergency awareness and coping skills.

Caring about Employees

It is the firm conviction of TWGHs that an energetic and engaged work force will encourage members of staff to devote themselves to and take pleasure in the meaningful missions of serving the community. By adopting the "staff-oriented" approach, the Group is devoted to cultivating a caring corporate culture, promoting work-life balance, and growing itself to be a second home for employees. The management also embraces the concept of maintaining a pleasant workplace that increases staff happiness and their sense of belonging. These help the Group to enhance productivity and fulfil social responsibilities.

Building a Happy Family with TWGHs

With a firm commitment to taking good care of staff mental and physical wellbeing, TWGHs has been supporting the Community Business and extending the "Work-life Balance Week" to "Work-life Balance Month" for 10 consecutive years. This year, Ms. TANG Ming Wai, Mandy, the Chairman of TWGHs, Mr. TSENG Hing Yip, York, Vice-Chairman cum Chairman of the Human Resources Committee, Miss TAM Cheuk Yee, Aisha, Director cum Vice-Chairman of the Human Resources Committee, Mr. Tony CHENG, Director, and Mr. SU Yau On, Albert, Chief Executive of TWGHs, jointly officiated at the Kick-off Ceremony of "Work-life Balance Month 2024", as they distributed Hong Kong-style street food and drinks to staff of the Administration Headquarters. Videos featuring the promotion of work-life balance by Ms. TANG Ming Wai, Mandy, the Chairman, other Board Members and Mr. SU Yau On, Albert, Chief Executive of TWGHs, have been uploaded to the "*Tung Wah* +" Facebook Page and Mobile App.

本年度的「平衡月」以「擁抱生活，樂在東華」為主題，除了舉辦不同的輕鬆減壓活動，包括「香薰護膚精華油」和「養膚溫和潔顏油」工作坊，還透過不同途徑發放健康生活小貼士，宣傳平衡「身心靈」健康的重要性。同時，本院又為員工送上特別設計的「東華・家」環保餐具，鼓勵支持環保，實踐源頭減廢。此外，於「慶祝中華人民共和國成立 75 周年暨香港特別行政區成立 27 周年 — 與眾同樂雪糕日 2024」活動中，東華三院主席鄧明慧女士聯同副主席暨人力資源委員會主任委員曾慶業先生及行政總監蘇祐安先生親身向總部同事派發雪糕，及後更將活動延展至東華三院 — 香港大學中醫診所暨教研中心（中西區）、東華三院—香港大學中醫藥臨床教研中心、文武別苑、東華三院文武廟、東華三院列聖宮、善德宮及東華三院愛烘焙麵包工房員工，向各同事傳遞關懷。

Themed "Embrace Your Life, Rejoice at Tung Wah", the "Work-life Balance Month" covered not only stress relief workshops (such as "Aromatherapy Skincare Essence Oil" and "Nourishing Gentle Cleansing Oil "), but also e-tips on healthy lifestyle disseminated to staff through different channels for promoting the importance of balancing the "Body, Mind and Soul". In addition, an "Eco Cutlery Set" was designed and distributed to staff of TWGHs, as they were encouraged to support environmental protection. Meanwhile, Ms. TANG Ming Wai, Mandy, Chairman of TWGHs, Mr. TSENG Hing Yip, York, Vice-Chairman cum Chairman of the Human Resources Committee, and Mr. SU Yau On, Albert, Chief Executive of TWGHs, distributed ice-cream to staff of the Administration Headquarters in person at the "Celebrating the 75th Anniversary of the Founding of the People's Republic of China and the 27th Anniversary of the Establishment of the Hong Kong Special Administrative Region – Ice-cream Day 2024" event. This event was subsequently extended to TWGHs - The University of Hong Kong Chinese Medicine Clinic cum Training and Research Centre (Central & Western District), TWGHs - The University of Hong Kong Clinical Centre for Training and Research in Chinese Medicine, Man Mo Lounge, TWGHs Man Mo Temple, TWGHs Litt Shing Kung, Virtue Court and TWGHs iBakery to show care for our fellow colleagues.



本院主席鄧明慧女士聯同一眾董事局成員及行政總監蘇祐安先生拍攝一系列推廣「生活與工作平衡月」的宣傳短片。
Ms. TANG Ming Wai, Mandy, the Chairman, other Board Members, and Mr. SU Yau On, Albert, Chief Executive of TWGHs, participated in the production of in-house videos promoting "Work-life Balance Month".



慶祝中華人民共和國成立 75 周年暨香港特別行政區成立 27 周年 — 與眾同樂雪糕日 2024
Celebrating the 75th Anniversary of the Founding of the People's Republic of China and the 27th Anniversary of the Establishment of the Hong Kong Special Administrative Region – Ice-cream Day 2024



養膚溫和潔顏油工作坊
Nourishing Gentle Cleansing Oil Workshop

關懷員工身心靈健康

本院素來珍視員工，因此推出多項計劃，保障他們的身心健康，包括免費流感疫苗注射計劃，以及連續第十二年為員工提供「精明人生促進計劃」24 小時個人諮詢及輔導支援服務；又透過關懷咭，為住院員工送上祝福，定期向員工發放生活與工作平衡資訊，以及面對人生轉變和突發事件的小貼士，陪伴員工走過人生不同階段，並以電郵及「東華‧家」活動應用程式。

Caring about Employees' Physical and Mental Health

TWGHs treasures each and every member of staff. That's why we launched a diverse range of programmes during the year to take good care of their physical and mental wellbeing. These programmes included the "Free Influenza Vaccination Programme", and "The Love Life, Live Smart" employee assistance programme, held consecutively for the twelfth year, which came with a round-the-clock personnel consultation and counselling services. Meanwhile, caring cards were sent to hospitalised staff to express our best wishes for their speedy recovery. Plus, e-tips on work-life balance, advice on life events and self-care measures via emails and staff mobile app "*Tung Wah +*", during emergencies and traumatic incidents were regularly sent to staff for them to ride out their storms of life.

員工福利

本院關心員工的生活，致力改良 5 大範疇的員工福利，包括醫療與牙科服務、服務獎勵、福利津貼與借貸、購物優惠，以及文娛康樂活動。2024 年適逢中華人民共和國成立 75 周年，本院舉辦了不同活動，與員工及其親友共同慶賀建國，包括保齡球賽、雪糕日、歌唱比賽及香港迪士尼聖誕 Staycation。

Staff Welfare and Benefits

TWGHs cares about its staff members and strives to optimise their fringe benefits in 5 major areas, namely medical and dental benefits, service awards, grants and loans, preferential discounts, and social and recreational activities. In celebration of the 75th Anniversary of the Founding of the People's Republic of China, TWGHs organised a diverse range of staff activities for fellow colleagues and their family members and friends to celebrate together, including Bowling Tournament, Ice-cream Day, Singing Contest, and Hong Kong Disneyland Christmas Staycation.

鼓勵團隊運動 促進健康人生

為鼓勵員工積極參與本院舉辦的球賽及其他公開隊際賽事，本年舉辦不同的球類比賽及「員工自行參與隊際運動比賽資助計劃」，協助同事建立團隊精神，強健體魄。

Promoting Healthy Lifestyle and Team Spirit

TWGHs launched various sport tournaments and the "Sponsorship for Self-arranged Sports Programme" in 2024/2025, as part of its drive to encourage staff members to proactively participate in in-house sports activities and external team matches. All these arrangements aimed at building team spirit among staff members and enhancing their physical fitness.

鼓勵員工與家人共享愉快時光

為鼓勵員工享受天倫之樂，同時紓緩工作壓力，本院舉辦本地主題樂園兩天遊活動，讓員工與親友暢遊主題樂園，達至生活與工作平衡。

Encouraging Quality Time with Family Members

To achieve work-life balance, TWGHs organised a 2-day tour to a local theme park for staff members to spend quality time with their families and relieve work stress.



為員工及其親友舉辦 Staycation 活動，讓他們共享悠閒歡樂時光。
Staycation was organised for staff members so that they could enjoy a relaxing and joyful vacation with their families and friends.

搜羅多元化優惠 讓員工盡享生活樂趣

為員工搜羅不同折扣優惠，讓員工可於本院及外間商號享有多元化的服務及產品折扣。員工可透過通告和優惠快訊掌握最新情報。

與東華三院共創愉快難忘經歷

本院是一個充滿活力與動感的機構，全年舉辦多項不同類型的文娛康樂活動，例如體育競賽、聚餐、聯歡會、消閒活動、興趣班等，帶領員工步入生活與工作平衡的健康模式。此外，由董事局成員、員工和親友、學生及服務使用者組成的東華三院馬拉松隊，參與在 2025 年 2 月 9 日舉行的「渣打香港馬拉松」賽事，充分展現各人的毅力。

Exploring a Wide Variety of Preferential Discounts for Staff Members' Diverse Needs

TWGHs explores opportunities for a wide array of preferential staff discounts. Staff members can enjoy various discounts offered by TWGHs and other shops on services and products. Staff members are regularly updated on preferential discounts via circulars and newsletters.

Creating Joyful and Memorable Experiences with TWGHs

As a vibrant and energetic organisation, TWGHs strives to help staff members maintain a healthy work-life balance, by organising various social and recreational activities such as sports competitions, social gatherings, parties, leisure activities and interest classes. In addition, the TWGHs Marathon team comprising Board Members, staff members, their families and friends, students and service users of the Group took part in the "Standard Chartered Hong Kong Marathon" on 9 February 2025, where everyone fully demonstrated their perseverance.



董事局成員、嘉賓及員工一同享受打保齡的樂趣。
Board Members, guests and staff members enjoyed the fun of bowling.



員工於歌唱比賽中一展歌藝。
Staff members showed their talents in the Staff Singing Contest.

員工康樂及福利活動
Staff Recreation and Welfare Activities

活動 Activity	舉辦日期 Date
員工足球隊訓練與相關活動 Staff Football Team Practice Sessions and Related Activities	4/2024-3/2025
員工龍舟隊訓練與相關活動 Staff Dragon Boat Practice Sessions and Related Activities	4-12/2024
母親節大抽獎 Mother's Day Lucky Draw	10/5/2024
感謝日 Thankful Day	23/5/2024
長洲全港龍舟邀請大賽 Hong Kong Dragon Boat Invitational Race in Cheung Chau	26/5/2024
廣東清遠兩天遊 Guangdong Qingyuan 2-day Tour	1-2/6/2024
沙田龍舟競渡 Shatin Dragon Boat Race	10/6/2024
慶祝中華人民共和國成立 75 周年暨東華三院 154 周年 — 員工保齡球賽 Celebrating the 75th Anniversary of the Founding of the People's Republic of China and the 154th Anniversary of TWGHs – Staff Bowling Tournament	13/7/2024
中秋月餅展銷會 Moon Cake Discount Sale	12/8/2024
觀塘海濱陽光龍舟賽 Kwun Tong Dragon Boat Race	25/8/2024
慶祝中華人民共和國成立 75 周年暨香港特別行政區成立 27 周年 — 與眾同樂雪糕日 2024 Celebrating the 75th Anniversary of the Founding of the People's Republic of China and the 27th Anniversary of the Establishment of the Hong Kong Special Administrative Region – Ice-cream Day 2024	4/9/2024
員工聯歡自助聚餐 Staff Cuisine Gathering	23/9/2024
「東華為你打打氣」派發護手霜活動 "TWGHs Supports You" Event	23-27/9/2024
生活與工作平衡月 2024 Work-life Balance Month 2024	1-31/10/2024
「生活與工作平衡月 2024」開展儀式 Kick-off Ceremony of "Work-life Balance Month 2024"	4/10/2024
慶祝中華人民共和國成立 75 周年暨香港特別行政區成立 27 周年 — 員工歌唱比賽 Celebrating the 75th Anniversary of the Founding of the People's Republic of China and the 27th Anniversary of the Establishment of the Hong Kong Special Administrative Region – Staff Singing Contest	5/10/2024
「香薰護膚精華油」工作坊 "Aromatherapy Skincare Essence Oil" Workshop	8/10/2024 & 26/10/2024
「養膚溫和潔顏油」工作坊 "Nourishing Gentle Cleansing Oil" Workshop	8/10/2024 & 13/12/2024
員工龍舟隊及足球隊周年聚餐 Staff Dragon Boat and Football Team Annual Luncheon	19/10/2024
「香港迪士尼樂園萬聖節」入場券優惠計劃 Hong Kong Disneyland Halloween Tour	19/10/2024
員工龍舟隊集訓開展儀式 Kick-off Ceremony of Practice Session for the Staff Dragon Boat Team	9/11/2024
慶祝中華人民共和國成立 75 周年暨香港特別行政區成立 27 周年 — 員工香港迪士尼聖誕 Staycation Celebrating the 75th Anniversary of the Founding of the People's Republic of China and the 27th Anniversary of the Establishment of the Hong Kong Special Administrative Region – Staff Hong Kong Disneyland Christmas Staycation	23-24/11/2024
鈎織大吉掛飾興趣班 Knitting Lucky Charm Class	30/11/2024
行政總部聖誕聯歡會 Christmas Party for Administration Headquarters	6/12/2024
環保永生苔蘚聖誕花環興趣班 Christmas Wreath Class	14/12/2024
新春賀年剪紙興趣班 CNY Handcraft Class	18/1/2025
渣打香港馬拉松 2025 Standard Chartered Hong Kong Marathon 2025	9/2/2025
「友」緣共聚 Fine Dining Staff Fine Dining Gathering	23/2/2025
員工周年聯歡晚會 Staff Annual Dinner	21/3/2025

舉辦員工康樂及福利活動：31 項
Staff recreational and welfare activities organised: 31 items

參與員工及家屬人次：超過 21,000 人次
Staff member and family attendances: Over 21,000 attendances

批核員工福利計劃及津貼申請：約 6,800 個
Staff welfare schemes and grants applications processed: About 6,800 applications

員工福利費用：約 20,268,100 元
Provision for staff welfare: About $20,268,100

個人諮詢及輔導服務用量：約 345 次
Usage of professional personal consultation and counselling services: About 345 times

員工福利支出
Staff Welfare Expense

康樂活動 Recreational activities	$9,719,100
服務獎勵 / 福利津貼 Awards/Grants	$9,719,600
牙科保健 Dental Benefits	$829,400
員工福利支出總額 Total Staff Welfare Expenses :	**$20,268,100**

